ENLISTED RETENTION TASK FORCE

WORKING GROUP-II

THE CAREER PLANNING FORCE

8 JUNE 2000

CAREER PLANNING FORCE

"ISSUES PRESENTED"

- RESTRUCTURING THE FORCE
- SPECIAL DUTY ASSIGNMENT
- SCHOOL FUNDING/CURRICULUM
- FOLLOW ON TRAINING
- INCREASING LENGTH OF TOUR

WORKING GROUP II

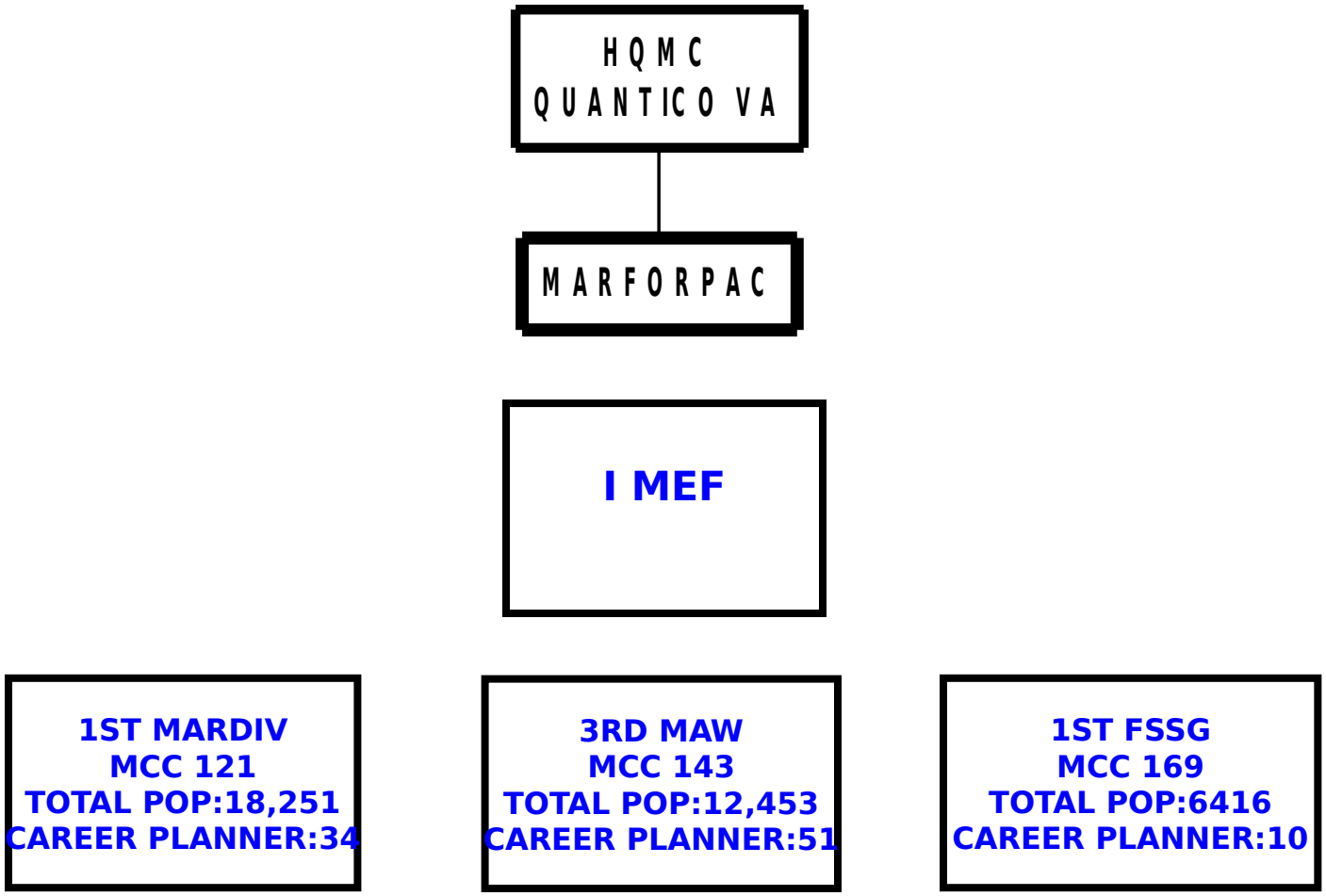
"THE CAREER PLANNING FORCE"

- RESTRUCTURE THE FORCE
  - –GYSGT ALLWES AND MSGT GUSTAFSON
- FOLLOW ON TRAINING
  - –CAPT CODY
- SPECIAL DUTY ASSIGNMENT?
  - –MAJOR MURNEY AND GYSGT MOYES

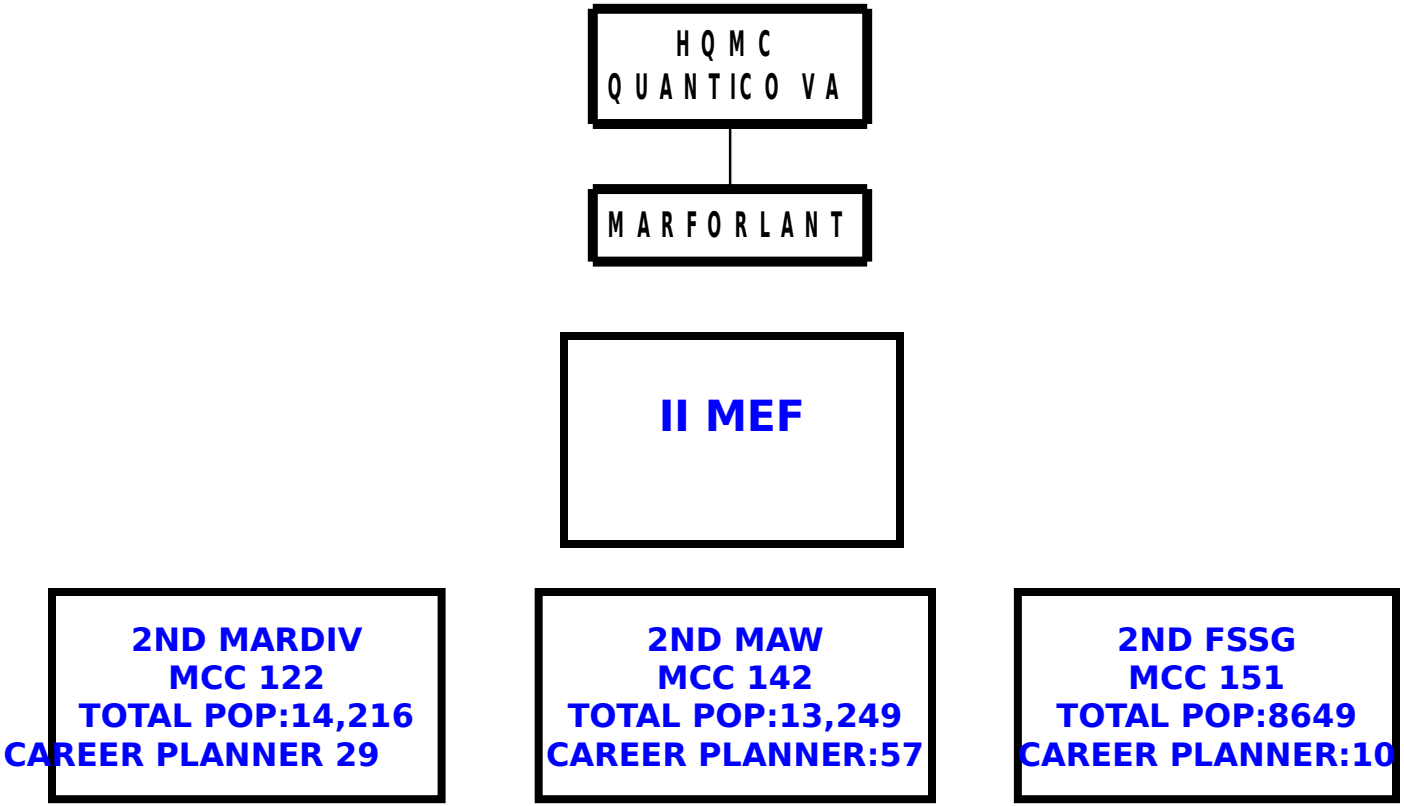
CURRENT CAREER FORCE

GYSGT ALLWES

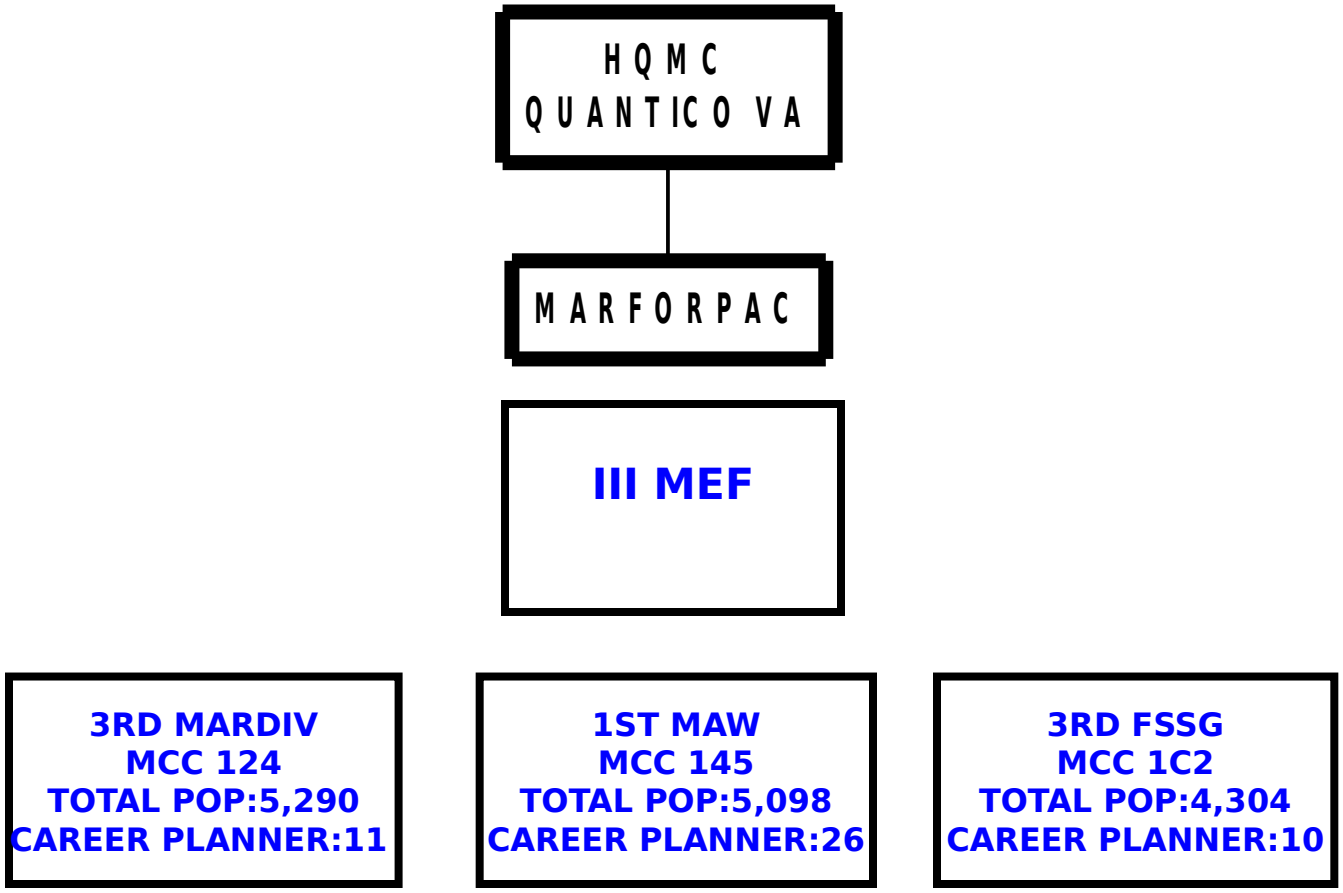
Career Planner MCC/Pop



Career Planner MCC/Pop



Career Planner MCC/Pop



RESTRUCTURING THE FORCE

MSGT GUSTAFSON

RESTRUCTURING THE FORCE

- **Issue:** Currently, there is no uniform parity in the number of Marines each Career Planner has in his/her unit.
  - Some Career Planners are overcome, while others are easily able to care for the Marines in their unit

RESTRUCTURING THE FORCE

- **Example:** 2nd FSSG enlisted population

Unit	**Population**	**FTAP pop**
H&S Bn	1327	255
2d Maint Bn	1581	242
TSB	1785	290
CSSD-21	241	50

RESTRUCTURING THE FORCE

- **Example (cont)**
- Workload
  - 300 24 month interviews (FY-2002)
  - 290 FTAP interviews (FY-2000)
  - 150 Careerist interviews
  - Package Preparation
  - Reenlistment Ceremonies

END STATE

- We hope to have uniform representation of Career Planners throughout the Marine Corps

COURSE OF ACTION #1

- Add Career Planners to fill units with larger populations or Career Planner gaps using **compensatory reduction**
- **Example:**
  - 1. MCB Hawaii
  - 2. A proposed number of 30 additional Career Planners (10 per FSSG) to ease the load

COURSE OF ACTION #1
COMPENSATORY REDUCTION

- **ADVANTAGES:**
  - Fill gaps quickly
  - Only fill existing gaps
  - Compensatory reduction would preclude abuse
- **DISADVANTAGES:**
  - Could be hit-or-miss
  - Each unit gaining a Career Planner would lose a billet in another area

COURSE OF ACTION #2

- Restructure the entire Career Planning force to give each Career Planner a population of approximately 700 Marines
  - **Consolidate** the career Planning force on each base/installation
  - All larger events such as FTAP briefs or HRST visits handled by the Career Planners as a group

COURSE OF ACTION #2
CONSOLIDATION

- **ADVANTAGES:**
  - Each Marine would get the same information
  - There would always be a Career Planner available
  - **DISADVANTAGES:**
  - Career Planners could lose the trust that comes with being assigned to a unit
  - Scheduling could become a problem as Career Planners are assigned to units for deployment

COURSE OF ACTION #3

- Initiate a **“Professional Career Planning Force”** controlled by HQMC
  - Create Career Planning centers for each base/installation or major command as required
  - Make Career Planner a PMOS of 8422
  - Course of action still under review

COURSE OF ACTION #3
PROFESSIONAL CAREER PLANNING FORCE

- **ADVANTAGES:**
  - Illustrates the importance of retention in the Marine Corps
  - Would maintain continual emphasis on retention for the long term
- **DISADVANTAGES:**
  - Career Planners may not gain the trust that comes with assignment to a unit
  - Requires complete restructure

RECOMMENDATIONS

- Recommend Course of Action #1 for the short term to fill existing holes
- Recommend review of Course of Action #2 and #3 for the long term to address growing retention needs in the Marine Corps

FOLLOW ON TRAINING

CAPTAIN CODY

FOLLOW ON TRAINING

Current Training

- Three day interpersonal training package
- Personal Selling Skills
  - Opening/probing/supporting/closing techniques
  - Resolving drawbacks/skepticism
- Communication Skills

- No formal sustainment training or counseling in place to maintain or improve initial training

FOLLOW ON TRAINING

Current Initiative Number One

- One day ‘Coaching Skills’ package scheduled during 2000 CP conference
  - Instruction by ‘Achieve Global’
  - Aimed at SNCOIC level
  - Focuses on evaluation/observation/mentoring

- Take away a Program Book, Coaching Issues Form, and Selling Skills Guide Card

FOLLOW ON TRAINING

Current Initiative Number Two

- Explore selling skills/interpersonal counseling offered at **Base Transition Centers**
- Career Planners from San Diego/Camp Pendleton slated to attend training during July on a trial basis

FOLLOW ON TRAINING

Course Of Action # 1

- Develop 3-5 day formal training package for SNCOICs
  - Receive instruction on selling skills, sustainment training and coaching skills
  - SNCOIC’s conduct training at the local units
  - Approximate Cost:

FOLLOW ON TRAINING

Course Of Action # 2

- Develop ‘Mobile Training Team’
  - CPs from HQMC certified in PSS/Comm skills training by Achieve Global
  - Travel to bases and stations to instruct selling skills/communication skills sustainment training
  - Ensure local sustainment training is conducted by SNCOIC and is effective

FOLLOW ON TRAINING

- Recommendation
  - Evaluate results of Current Initiatives
  - If Initiatives are not successful, initiate COA #1 and COA #2 pending further analysis

SPECIAL DUTY ASSIGNMENT

GYSGT MOYES

SPECIAL DUTY ASSIGNMENT "ISSUE"

- WITH NEW EMPHASIS ON RETENTION, SHOULD CAREER PLANNING BECOME ASSIGNED AS A SPECIAL DUTY ASSIGNMENT?

SPECIAL DUTY ASSIGNMENT

MAJOR MURNEY

SPECIAL DUTY ASSIGNMENTS

- RECRUITING DUTY
- DRILL INSTRUCTOR DUTY
- MARINE SECURITY GUARD DUTY
- MARINE CORPS SECURITY FORCES DUTY

SPECIAL DUTY ASSIGNMENT DEFINED

- MCO P1326.6D (Special Duty Assignments Manual)

  Special duty assignments involve demanding duties that require an unusual degree of responsibility. "…..a heavy personal burden is placed upon the member."

- MCO 7220.12M (Special Duty Assignment Pay Program)

  In assessing the criteria for designation of a special duty assignment: "the key test is whether the duties involve a greater degree of responsibility or arduousness than that which could reasonably be expected in a regular military assignment for a member's grade and experience."

INCENTIVES AFFORDED FOR SPECIAL DUTIES

- PROMOTION PROSPECTS. Precept on promotion boards as highly qualified. (Applies to: RCTG, DI, MSG, MCSF)
- MERITORIOUS PROMOTIONS. IAW MCO P1400.32 (Applies to: RCTG, DI & MSG)
- PROFICIENCY PAY. (Applies to: RCTG, DI, MSG, Career Planners)

  - Note: different reasons for pro pay per duty!

- SELECTIVE REENLISTMENT BONUS EXEMPTION. IAW MCO 7220.24M Special duties are considered priority assignments over PMOS strength. (Applies to: RCTR, DI, MSG, MCSF)
- RIBBONS. (Applies to: RCTG, DI, MSG)
- CHOICE OF DUTY STATION UPON SUCCESSFUL COMPLETION OF TOUR OF DUTY. To attract our best and brightest.

  (Applies to: RCTG, DI, MSG, MCSF)

QUALIFICATIONS

- Assignment to special duties requires a variety of specific qualifications unique to that special duty.

  i.e. Recruiting - NAF (Net Available Funds)

  Drill Instructor - 1st Class PFT

  MSG - Family Medical / Dental

  MCSF - Security Clearance

- All Marines assigned to Special duties must be highly qualified and some checklist standards are higher than current retention standards…
- Qualifications and training alone does not make any duty a special duty status…

SPECIAL DUTY ASSIGNMENT

GYSGT MOYES

SPECIAL DUTY ASSIGNMENT

- Two courses of action

  COA 1: Assign as a special duty

  COA 2: Do not assign as a special duty

SPECIAL DUTY ASSIGNMENT

- Course of Action number one
  - Assign as a Special duty
    - Advantages
      - Places more emphasis on retention to reach missioning goals
      - Assumption: will attract more quality Marines for the duty (the intent is to not take quality Marines away from other SDA's)
    - Disadvantages
      - The responsibility of the career planning program/missioning rests with the individual unit Commander and not with Career Planner.

SPECIAL DUTY ASSIGNMENT

- Course of Action number two
  - Do not assign as a Special Duty
    - Advantages
      - Keeps the Commander responsible for the retention program/missioning
    - Disadvantage
      - Continue struggle to attract quality Marines

SPECIAL DUTY ASSIGNMENT

- Recommendations
  - Short term
    - No SDA
  - Long Term
    - If Professional Career Planner Force is established, assign as SDA.
      - Assumption: Missioning becomes responsibility of the Career Planner vice the Commander

SAVED ROUNDS?